

Harboring Humor in the Wake of Change



Today's Goals

- Examine change in the workplace
- Determine how change on the job effects your stress level
- Discover new ways to deal with the stress of change

3 Typical Types of Organizational Change

- **Planned**
- **Coerced**
- **Interact ional**

The “Murphy’s Law” of CHANGE

1. Change is constant
2. Change can be stimulating
3. Change requires adaptation
4. Change is stressful
5. Both positive & negative changes cause stress
6. Changes tend to come in clusters
7. Too much change increases stress & risk of illness
8. The change/stress relationship is an individual one

Merger Mayhem



The “Murphy’s Law” of CHANGE

#1

Change is constant

- There is no stopping it
- The “good old days” are just THAT

“By the time you know where you ought to go, it is too late to go there, or, more dramatically, if you keep going the way you are, you will miss the road to the future”

Charles Handy, *The Age of Paradox*

Kids, DO NOT try this at home!



#2 ~ Change can be STIMULATING

- New relationships
- New challenges
- New experiences...

*“A Little change Can Do
You Good...”*




#3

Change requires
ADAPTATION

- **Maintain STABILITY
Versus “Tranquility”**

Now THIS is Adaptation!





#4

Change Is STRESSFUL

- Fighting it wastes time & energy
- Understand it, accept, and move on

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Close to Home

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"Thirteen years as a quality-control technician for International Barbed Wire Inc. Impressive! Tell me a bit more about that position and why you've decided to move on."



*Why do we
RESISTANCE CHANGE ?*

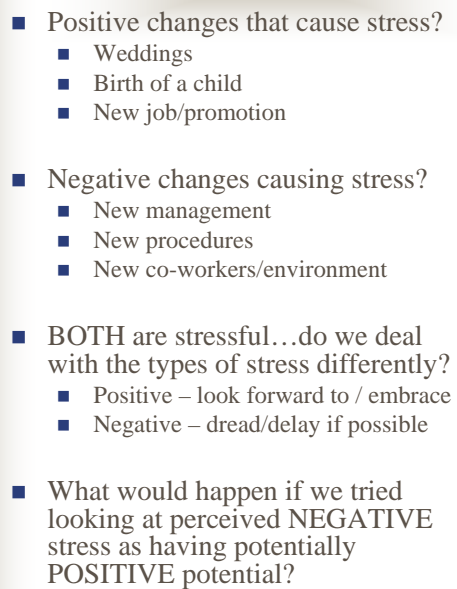
Possible Reasons Behind Resistance to Change...

- Lack of ownership
- Lack of benefits
- Increased burden
- Lack of administrative support
- Loneliness
- Insecurity
- Boredom
- Differential in knowledge
- Norm incongruence
- Chaos



#5

**Both positive &
negative
changes cause
stress...**

- 
- Positive changes that cause stress?
 - Weddings
 - Birth of a child
 - New job/promotion
 - Negative changes causing stress?
 - New management
 - New procedures
 - New co-workers/environment
 - BOTH are stressful...do we deal with the types of stress differently?
 - Positive – look forward to / embrace
 - Negative – dread/delay if possible
 - What would happen if we tried looking at perceived **NEGATIVE** stress as having potentially **POSITIVE** potential?

Let's Experiment!



#6

**Changes tends to
come in
CLUSTERS**

(3's)



Sometimes
CHANGE HAPPENS
with no explanation as to
WHY....

Let's Experiment - again!

#7

**Too much change
increases stress
&
the risk of illness**

#8

The Change/Stress Relationship is an Individual One

Everyone has his/her own way of
dealing with:

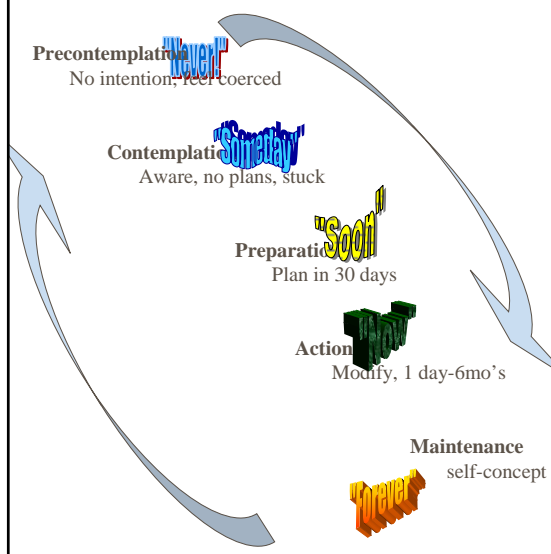
- The New
- The Different
- The Unknown



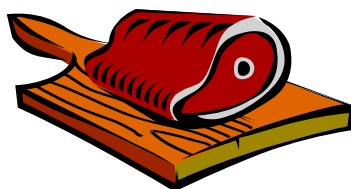
Everything works out
in the end. If it hasn't
worked out, it's not the
end.

- *Unknown*

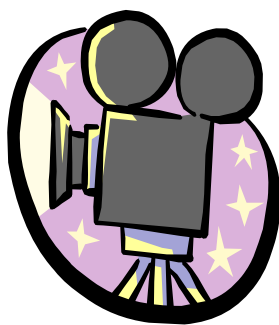
Stages of Change



Sometimes Change Just
Makes Sense!



Roll 'em!



Skills for Surviving Change in the Workplace

#1 - Identify the Change & Accept It

- **Look ahead – mentally
prepare**
- **Be aware of trends in
similar positions
elsewhere**



- Think of a work situation where you ignored change until it became critical & stressful
- What were the signs of change that were ignored?
- How did this end up affecting you?
- Others around you?

Survival Skills...

#2

Prepare Yourself for Change

- Plan ahead (when possible)
- Brush up on or acquire new skills that will help make the adaptation go more smoothly



- Think about a change that occurred recently that you viewed as a problem or crisis.
- How could you now see the promise and the opportunity that was created by this change?



Survival Skill #3

- Boldly move forward into the “new!”
- Take the Risk of
 - Moving
 - Learning
 - Growing
 - Experimenting



Quick Tips for Surviving Workplace Change

- Take care of yourself!
- Recognize & USE your support systems
- Let yourself grieve for things you lose during change
- Pace yourself – adjusting to change takes time
- Develop new strategies for dealing with stress
- Learn to let go of what you can’t control
- Be open to unexpected outcomes



Quick Tips for Surviving Workplace Change

- Be flexible in your understanding of other people
- Practice being flexible by changing your routines
- Avoid impulsive “change for the sake of change”
- Ask advice from veterans
- Learn from changes
- As YOU change, update your “internal resume”



Your Internal Resume

- Who we are
- Our capabilities
- Our Accomplishments

Is YOURS up to date?

You have the POWER!

You may NOT be able to:

- Influence organizational policies

But you MAY be able to:

- Address & acknowledge the stress within your own organization
- Ask for clarification and examination of your own policies
- Increase / establish better communication in your immediate work group
- Clarifying the group's expectations

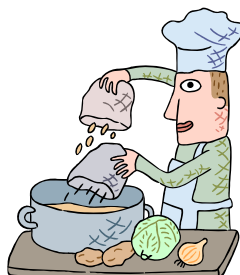
Remember...



“The only cure to
grief is action.”

- George Henry Lewes

“The Test Kitchen of Life”



Evaluations



“Surviving the Changing Workplace”

Branna Smith

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